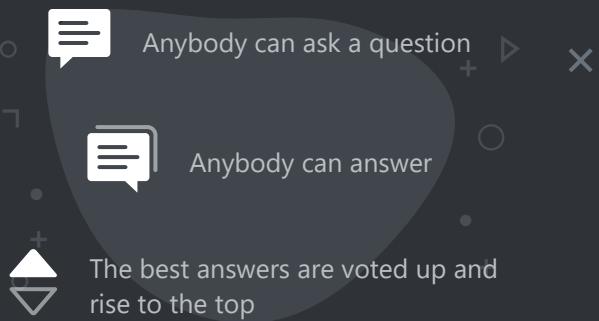


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## How can I deal with a young software engineer who is otherwise bright but slacking and has behavioral issues?

Asked yesterday Modified today Viewed 3k times

14

We have hired a software engineer at our company recently. We hired her because she came highly praised and recommended by the internship she worked for. So far, she has exceeded quality expectations. We are very happy with her work and how independent she is.

5

Having worked with various developers over the years I can confidently say she is performing beyond the level of your typical software engineer and has established herself as the person that people will go to for help, and she's only been here for 6 months. She doesn't need any help, her projects are very high quality, efficient, and they have no major issues.

⌚

But we are having an issue with her. At first we thought it was a lack of motivation because the work we were giving her was too easy, so we started to give her highly complex projects that we would expect from our senior engineers. And she's able to complete them... but not on time. Often she will take 1.5-2x the time allocated by management.

We would like to keep her because we can see that she has a lot of potential but she is expressing problematic behavior and I'm not sure how we can deal with it.

1. She has expressed dissatisfaction with her pay several times, and has even called our company cheap publicly, despite us paying average wages for our location (\$70,000 CAD entry level in Vancouver where median is around \$77,000- but that's for more experienced engineers)
2. She refuses to stay late to get work done even when it's critical and clients are relying on us to get it done. Our average work day is 8.5 hours (unpaid lunch) but there are crunch periods where we expect 60-70 hrs to get a task done, maybe once every two months for a week or two.
3. She refuses to come into the office despite our company implementing a hybrid remote policy where we expect our engineers to be in the office at least 3 days a week.
4. She is slacking and is capable of doing more work. We recently have been watching her closely and seen that she is only on from 10 to 6. She takes a 1 hour lunch break and is often idle for 2-3 hours a day. That means she's only doing 4 hours of real work a day, which I would go as far to say as she's stealing half a days work from our company. **Time theft is a serious legal and ethical violation.** We've found out that she's playing World of Warcraft or on her leetcode account during these hours, and have even talked to her in the game when she should be working, unbeknownst to her. And we have confirmed this information through a private investigator who has presented us with undeniable evidence.
5. When confronted on (4) she has denied it and told us that during these idle times she is thinking despite us presenting evidence to her that this is not the case.

If we can sort out these issues she'd be a Rockstar and we'd love to keep her. In the current market, replacing her won't be so easy, especially since a lot of developers are expecting Google level compensation packages, and we don't want to get legal involved for time theft because that would set a bad precedent for our company and give us bad publicity. Not only

that, but we've invested 6 months into her and we know she's capable of doing the job. Unfortunately, not everyone is... and we've ran into problems where we'd have to hire people and fire them after a few months. So what can we do?

[software-industry](#)[management](#)[software-development](#)[unprofessional-behavior](#)[work-time](#)[Share](#) [Improve this question](#) [Follow](#)

asked yesterday



Manny\_R

233

1

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New contributor

80 So you've hired a PI, stalked her online, and ignored her request for higher pay for her quality of work? I don't think she's the one needing fired. – [iDriveSidewayz](#) 23 hours ago

42 Jeebus. What a post. Private investigator? Holy cow. You'll be lucky to not get sued. As it stands, I see mostly a problematic employer rather than a problematic employee in this question. – [joeqwerty](#) 23 hours ago

49 *"Often she will take 1.5-2x the time allocated by management"* How is this time "allocated"? Is anyone who actually performs the work involved in deciding what is realistic and achievable? – [Player One](#) 21 hours ago

37 I'm upvoting this question. Not because I agree with the OP, quite the contrary; because I think this question/answer thread contains a lesson more folks should see. – [electronpusher](#) 8 hours ago

13 Your company and its expectations are totally out of control. Also you probably need her more than she needs you guys. – [Mark Rogers](#) 5 hours ago

This post has been deleted and its comments are no longer available



## 12 Answers

Sorted by:

Highest score (default)



72 This is pretty simple. Why should an above average software engineer getting paid below the market median be willing to work 60-70 hour weeks? As you admit, she's not really replaceable. That is, even though she's not doing what you're demanding, you would still be more hurt by her leaving than she would. She is surely aware of these facts. You can pay her more or try your luck with a new engineer who needs you more than you need them.

[Share](#) [Improve this answer](#) [Follow](#)

answered 23 hours ago



Kevin Arlin

399

2

7



You should run a mill or something like that, in 19th century.

59

Expecting a programmer, even an experienced one, to work 60, 70 hours a week make you totally out of date from anything this side of 1970.



Consider hiring more programmers instead of overloading your captives (employees).



You said she is a young programmer. It looks like this is her first full-time job. You are burning her out. In your selfishness you are destroying future years from her career.

You are burning her out all the ways you can. You overload her in number of hours and in intensity of work? Is there anything more you can do?

Yes, you can. You can make the workplace toxic. Ofcourse you did that too.

Getting physically tired (there is a limit on how much can a person do) you hired outside help in your tormentation.

Now you are considering legal action. You have the word "theft" at back of your head.

Whats theft is making people work more than 7 hours lunch-break not included. Anything more than that used to be a crime. Then laws changed or ignored.

The above do give you an answer. Stop doing these. Its not even about money. I am not saying pay her x amounts of money. This answer hit the root of the problem. It is some kind of daemonic pleasure you and your organization feel in tormenting people. For sake of your own soul stop this please.

I know I went too non-polite for this website. Down vote me as much as you like but somebody had to say these things.

Share Improve this answer Follow

answered 18 hours ago



Atif

441

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- 1 "Whats theft is making people work more than 7 hours lunch-break not included. Anything more than that used to be a crime. " - in what country was it a crime and when? – [Joe Strazzere](#) 9 hours ago 
- 4 "The eight-hour day was enacted in France by Georges Clemenceau...[17]", "The eight-hour day was signed into law during the German Revolution of 1918 by the new Social Democratic government...[18]", "The eight-hour work day was introduced by law in Italy on 17 April 1925...[20]", "In the Soviet Union, the eight-hour day was introduced four days after the October Revolution, by a Decree of the Soviet government in 1917[4] and later in 1928[21] and 1940–1957 (World War II).[22]", "In the 1960s, Canada adopted the 40-hour work week.[28]"... – [Atif](#) 9 hours ago
- 5 It's funny that you talk about 7 hours but all your citations are for 8 hours. – [Joe Strazzere](#) 9 hours ago
- 12 Its funny you read the article yet alone sources its quoting from in 5 minutes (interval between your comment and mine). Its in the sources, go read them; thats where its written that 8 hours include the 1 hour lunch break. – [Atif](#) 9 hours ago 
- 4 In the US, at least, the standard work day (since at least the 70s) has been 8am - 5pm with a 1 hour lunch break for *exempt* employees. That's 8 hours of work plus a 1 hour lunch. For *non-exempt* employees, they get additional 15 minute breaks before and after lunch. However, in the life insurance industry, it was standard to have 7.5 hour work days (37.5 hours per week) for reasons beyond my knowledge. Many people work "flex" schedules where they don't work 8-5, but are expected to put in 8 hours per day *working* plus whatever breaks they take. – [FreeMan](#) 4 hours ago

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She is slacking and is capable of doing more work. We recently have been watching her closely and seen that she is only on from 10 to 6. She takes a 1 hour lunch break and is often idle for 2-3 hours a day. That means she's only doing 4 hours of real work a day, which I would go as far to say as she's stealing half a days work from our company.

And yet it sounds like she's getting a lot of good work done during those "4 hours of real work". (Leaving aside the *luxusproblem* of her being not as quick as you'd like on highly complex projects that would normally be assigned to more senior, higher-paid staff.)

If you were managing a robot production line, it would be highly advisable to pay attention to non-productive time and work hard to minimise it; the robots produce work at a given speed, and every hour they're off-line is an hour of lost production.

But this is a much less useful mind-set when dealing with knowledge workers. Human minds are not robots. Thinking is tiring, in various complicated ways that differ from person to person, and people need down-time. For myself, some of my best work is done away from the keyboard, inside my head - what you would measure as "idle" time.

If you were to apply the same kind of surveillance to your *other* staff - which I don't recommend, but if you did - you might be surprised by how many of them also have large amounts of "non-productive" time, and by how poorly "real work hours" correlate to quantity or quality of output.

Focus less on whether she's staying late to get the work done, and more on whether she's actually getting the work done.

Time theft is a serious legal and ethical violation.

there are crunch periods where we expect 60-70 hrs to get a task done, maybe once every two months for a week or two.

Just putting these two statements side by side before I ask: are you paying overtime for those crunch periods?

If no, then it may be worth considering that flexibility and concepts like "time theft" tend to be two-way streets.

She refuses to come into the office despite our company implementing a hybrid remote policy where we expect our engineers to be in the office at least 3 days a week.

You don't mention what the reasons are for this policy, whether you've discussed them with her, or whether she's given reasons for not wanting to do it. Having that conversation seems like the first step. An attitude of "you need to do that because those are the rules" will probably result in her leaving for an organisation which has different rules.

Share Improve this answer Follow

edited 19 hours ago

answered 19 hours ago



Geoffrey Brent

6,229 14 40

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16 Great point! If you're picky about time, then every 60-70 hour week should really be balanced by a 10-20 hour week. Ha, ha. – [Kevin Arlin](#) 16 hours ago

"Thinking is tiring, in various complicated ways that differ from person to person, and people need down-time." Some people actually peruse the various SE sites during this down time, *asking (ahem OP...)*, reading and answering questions. It frees the conscious mind to think about other things while leaving the subconscious busy chewing on the problem. Even some mundane, non-mentally taxing tasks (like the one I'm in the middle of right now) need breaks to ensure the brain doesn't melt and start making mistakes. – [FreeMan](#) 4 hours ago 

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The time spent stalking an employee in video games and hiring PIs to do the same should also qualify as non-productive. – [ZOMVID-21](#) 1 hour ago

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23

Aside from the late projects and her complaints about her wage, none of this seems relevant or actionable. I would **strongly** suggest you don't mention the private investigations, or continue them for that matter. Doing so is a sure way to lose not just her, but likely a large segment of your workforce once word gets out.



You mention she is salaried at ~90% of what's typical for the area, mainly due to her (lack of) experience in the field. But you also mention she's a rockstar employee (motivational issues aside) and those 2 items don't really go well together.

Consider this. You're buying output from her in the form of labor. You state you salary her at 70k CAD, and expect a certain level of output. That level of output is not being met. This is a problem insofar that her output needs to meet expectations. As a full remote worker I would expect to have the flexibility to complete my tasks in the timeframe I choose, so long as I can be reached during core hours for whatever the team needs. I would consider being changed from full remote to hybrid as a reduction in benefits, and would not do so willingly without additional compensation (transportation time and costs are not negligible). I would also challenge the archaic thought that experience is the primary driver of pay. While it is a factor ([human capital is a thing](#)), it shouldn't be the primary factor because output is so much more important, both for the company and for the retention of top talent.

If she were paid hourly, or contracted for specific core hours that she is not available for (note, I said available, not working) then she would indeed be stealing time from the company. As it is she is producing high-quality product at unacceptably low output level. That's what you need to address.

I cannot speak to your organizations flexibility or options for compensation, but I will say she is exhibiting very obvious signs of demotivation from under-compensation. she has likely realized she is being underpaid for what you referred to as high quality work, and that is what you can address, with the expectation that her output meets the given deadlines in exchange. You can offer (in writing) a promotion/raise schedule that's based on clear, actionable goal items. You can offer an alternate pay structure, where output is paid directly (as a quote-per-item commission schedule), or even make it T&M( time and material) which would give you the ability to buy actual hours of her labor. Or you can threaten her with discipline if her output doesn't rise to meet expectation. I suspect that last one will cause you to lose her quite quickly to another company.

Share Improve this answer Follow

answered 23 hours ago

 GOATNine  
4,298 3 14 30

20 "You state you salary her at 70k CAD, and expect a certain level of output. That level of output is not being met" - note that the only area where OP indicates a problem with the quantity of her output is with the "highly complex projects that we would expect from our senior engineers". There's no indication in the OP that she's under-delivering when it comes to work at the level for which she's being paid, only that they're unhappy with her work patterns. – [Geoffrey Brent](#) 20 hours ago



It seems that your behavior is more dubious than the employee's behavior. You should question the processes you used, not the employee.

20



The fact that you're monitoring their activity so closely and intentionally shows that you don't trust them and that you don't hesitate to use ethically questionable practices. That is simply not ok.



If your employee is doing the work of a more experienced developer, that most likely means that their title and pay should be adjusted to reflect this.

Expecting employees to work 60 hours, even periodically, is unhealthy and unrealistic. I'm not sure if this employee is paid hourly or not. If they're salary, that's even worse on your part.

Expecting employees to be 3 days per week in the office might be your company policy but you might need to ask yourself why this policy has been implemented. Frankly, your post makes me think that the work culture at your company could potentially be toxic with some sort of pressure to coerce people into being present in the office just to be able to keep an eye on them.

I hope you'll reconsider your attitude and opinion on these so-called "behavioral issues" and provide a healthier work environment for your employees.

Share Improve this answer Follow

answered 17 hours ago



[Yves Gurcan](#)

1,018 1 1 9

2 "Expecting employees to work 60 hours, even periodically, is unhealthy and unrealistic." Exactly. There's even research to say that a 6 hour (or less) workday would be better than the current 8 hour day. [hbr.org/2018/12/the-case-for-the-6-hour-workday](https://hbr.org/2018/12/the-case-for-the-6-hour-workday) and [wired.com/story/eight-hour-workday-is-a-lie](https://wired.com/story/eight-hour-workday-is-a-lie) – [computercarguy](#) 4 hours ago



You say this person is being paid a decent salary, however I would recommend you look at this from their potential point of view -

5



They're getting an 'average' salary for a role but expected to work far more hours than typical, meaning they feel like they're being paid less per hour than they should be.



I'm not familiar with Canada, but in the US, people are reluctant to go more than 40 hours a week every week. This is generally a less desirable job if it's high on hours. To say that you demand 8.5 hour days without a lunch break, and often need 60-70 hour weeks, your employee is very likely burnt out. This isn't a good practice long term and it's likely that you're going to churn through your staff. **Good employees don't want jobs that work them to the bone 70 hours a week.**

They also generally don't want to come into an office for a job that they could perform remotely, and many people would take a remote job for 10-15k less than they would an in-office job. So this person who isn't very impressed with their salary and benefits right now, who seemingly wants to work remotely, is now feeling like they're being dragged into the office for a job that they could complete remotely. This is also less desirable on their end.

Take a moment to consider you are a highly competitive employee - You know you could get a job elsewhere if you were seeking one. Now the job you're at right now, is micromanaging you, stalking the amount of time you're spending, following you online into video games, complaining about how you're managing your time even though you're completing your tasks, and is demanding you come into the office rather than work remotely.

They could leave to address any one of these issues. These are common topics on this site and if they are a good working employee, and you harp on them, they're as good as gone.

What can you do? Rethink your position. As you've said it's hard to find a good quality employee and unfortunately this person has leverage on you.

Is it *that* important that they come in to the office if they get their work done? If you were to compromise, if this person was able to address the other problems that you have with them, would it matter that much if they were at home or in the office? I'd rethink this one. It's a huge issue for a lot of people who feel that their 30-60 minute commute to the office each direction (and 15-30m of getting ready before leaving for work) is unpaid and un-necessary time theft by the employer compared to working remotely. It's a silly concept but a lot of people feel that way.

A company that allows an employee to work remotely could theoretically advertise... Hey. Work for us. Save \$200/month on gas and 20 hours of your time each month not having to drive to work. Whereas... what do you gain by forcing them to come in? If I were you, I would make an incentive whereby people are paid ~\$500/month more for coming into the office. Some flat amount, that's optional, where it becomes a choice for them. People would likely choose it at

that point, and they'd be happier with it because they'd see a line item for it and think they're 'getting' something for wasting that extra time coming in.

Also... It's not feasible for someone to be actively engaged and productive 100% of their day, especially as software developers. What you're saying about their time does sound excessive. It's likely they're burnt out and unmotivated.

If I were you, I would have a chat with them and say hey, we understand you're burnt out. Take some time off (I'd recommend 2 weeks) to get caught up on things and decompress, and then when you come back, please let us know if there's anything we can do to help you stay engaged on your tasks. This may not seem fair, but it's better than them deciding they're not able to complete the job you're asking them to do, and quitting. At the end of the day you want them to be and feel successful, and repeatedly harping that they're not cutting it will push them out.

As you mentioned, it's not really worth pursuing the issue of time theft, as getting that money back doesn't change that you'd lose a good employee afterwards.

As someone who's been in this position (of that employee), I can tell you that it's an issue that compounds. If you hit a few weeks of expectations that are too high, and you get behind, you get demotivated to keep spending time on it because you're too stressed out to focus on it and start to hate what you're doing. The best thing you could do here is let them just reset.

Share Improve this answer Follow

answered 22 hours ago



3 I agree that working 60 - 70 hours per week is not a long term paradise for any worker.  
– [Job\\_September\\_2020](#) 22 hours ago

1 @Job\_September\_2020 same. There are people who will 'accept' these jobs, but competitive workers generally try to migrate & compete for jobs with better work life balance, sometimes much better pay traded for poor work life balance, but I feel in this situation the employee feels like they're on the raw end of both , or of the combination of these at this corp – [schizoid04](#) 22 hours ago

It may be the situation where the 2 weeks vacation ends up with her looking for another job. That's probably best for her and not the company, which is why the company probably doesn't want her to take the time off. – [computercarguy](#) 4 hours ago



I would like to have 2 suggestions as follows.

3



1. It seems that salary is one of her biggest concerns at this point. If you believe that she is a rockstar engineer and are willing to keep her, then her manager should have an 1:1 meeting with her and promise that she will get great compensation with 6 months or by the year end.

Ideally, as other people suggest, if you can put that promise in writing and sign it, and give the paper to her, it would be great.

It is even much better, if you can give her a small salary raise right now because you assign the work of a senior engineer to her while her experience and salary are at the entry level.

2. Try to give her the work of a level-2 engineer, who is between the entry level and senior. That will not put too much pressure on her as far as the deadline is concerned. Furthermore, that will also give her enough fun work and challenges, and help her to grow her skills rather than making her feel discouraged because of her missing the deadlines.

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Please note that she is a rockstar employee for her level of experience of 6 months. Only when the company gives her the work of senior engineers, then her performance decreases. It is not fair to expect an entry level to perform at the senior level especially when her salary is lower than the salary of a senior engineer.

Also, as other people have commented, working 60 to 70 hours a week, which happens once every 2 months, does not motivate employees a whole lot. If this only happens once a year, it may be OK to me, but not once every 2 months.

Share Improve this answer Follow

edited 22 hours ago

answered 23 hours ago



Job\_September\_2020

4,434 2 11 22

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3 to your #1, if it's not in writing, its meaningless. – [GOATNine](#) 23 hours ago

@GOATNine, I know what you mean. – [Job\\_September\\_2020](#) 23 hours ago

So if someone produces poor-quality work, and refuses to attend meetings, they should be offered a pay-rise? – [jayben](#) 22 hours ago

A promise of a salary increase is one of the biggest meme's on this site. Agree w/ goatnine, would say maybe give them something in writing – [schizoid04](#) 22 hours ago

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3 @jayben, The OP said that she is a rockstar engineer for her level of 6 months of experience. Only, when the company gives her the work of senior engineers, then her performance decreases. It is not fair to expect an entry level engineer to complete the work of a senior engineer with great quality of a senior engineer. BTW, I guess her salary is way below the salary of a senior engineer. – [Job\\_September\\_2020](#) 22 hours ago



Separate thought process -

2

Just paying them more likely won't change the fact that they're burned out, either. I mean, temporarily sure, but 8 months down the road they will likely feel the same way they were, unless it is a very dramatic difference.



If I were you, it may be best to have a conversation with this employee, where rather than confronting them on the issues they're having, get feedback from them on what you could change about the job to make them more successful or happy with it or prevent burnout.

- More pay?
- Fewer hours?
- WFH permanently?
- More vacation days?
- Parking space (for those offices with ridiculous parking situations)
- Different projects that they are more interested working on? -- Some employees get assignments that are boring, tedious, outside of their skillset, etc, and they may 'accept' them even though they don't feel like they can do well at them.

They may come to you with something you don't have an issue providing, and you'll get a happier employee that maybe focuses on their job more.

**\*\*MOST IMPORTANTLY - \*\*** You should be having this type of conversation with your employees periodically, but you should **also** be showing some level of progress on them if you can. One of the biggest employee harps as they leave the door is that they communicated issues they have to you, and nothing happened with them, then by the time they quit, you're blindsided because you didn't realize how much it bothered them and do something about it in time.

Maybe a survey to the employees along these lines with a slider of urgency / most important to least important would be a good way to improve employee morale.

Share Improve this answer Follow

answered 22 hours ago



**schizoid04**

8,410

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2

I don't have enough reputation to comment, so I'm trying to flush this out to a full answer as well with some local experience and insight (I've lived and worked in tech in Vancouver for a decade+, and have recently concluded a job search, choosing full remote with a US company due to mostly uncompetitive offers from local companies).

1. \$77k/year is low for Vancouver, for an intermediate programmer. That's towards the low end for a junior programmer. I know local software companies hiring intermediate programmers for \$90k+, especially with Amazon throwing money at anyone they can hire locally. Companies that I've seen paying less always seem to be having trouble finding people, or churn through new grads.
2. While you are not legally required to pay for a lunch-break or overtime in BC for "high-tech" workers (due to an exception in the law), outside the games industry, it is generally customary to respect a reasonable 8 hour work day with a paid lunch. This seems to be the norm at many of the larger companies with offices in Vancouver.  
And as a manager once told me: "A crunch is a failure of management to estimate time correctly".
3. I'd try to keep in mind that not everyone drives in to the office, so she may need to be taking transit, which is riskier. The sad-but-true reality of housing affordability in Vancouver is her salary does not pay enough to own a car and live anywhere halfways decent.  
I suspect it may be increasingly challenging to find people. Many companies are switching to "digital" only or "digital" first (the in-vogue term for remote), and it's no longer seen as a perk, but a requirement for many people. Additionally, if she was hired remote, changing that could be an unreasonable thing to do. There could also be other reasons that she hasn't disclosed (and shouldn't) for this, such as medical or others.
4. Counterpoint: Just because the law says that you don't have to pay her overtime, that doesn't mean that it's ethical to not pay her for her time over the standard 40-hours a week. My personal opinion is that it's unethical not to pay someone for their time, and that the law should be changed to make it illegal.  
Stalking (it's hard not to see how this isn't) an employee on her own time sure seems very unethical, and I'd be *extremely* careful of running afoul of BC's privacy laws (PIPA) on this one. I'm not a lawyer, but I have employed people in the past, and disclosing an employee's PII to a private investigator without their express consent seems like a clear violation.
5. This is a known phenomenon amongst so called "knowledge" work, where one needs time to just sit and think about a problem. Rushing in and smashing out code is frequently how one spends twice as much time re-writing the code three times. I can't speak for everyone, but I've taken a week to think about and research a problem and then saved a month's worth of work by taking the time.



New contributor

I cant even imagine living in Vancouver on only \$77k CAD/yr. You would be lucky to find a broom closet on that budget – [maple\\_shaft](#) 47 mins ago

Simple:

0

1. You raise her salary by 100%.
2. You agree with her that she works 50% part-time.

She gets the same money, she delivers the same work. But no hard feelings. Everyone is happy.

Share Improve this answer Follow

answered 19 mins ago



New contributor

As someone who works in the technology sphere in VANCOUVER a junior developer getting 70K is laughable. You're being cheap. She's probably just brushing up her resume ready to jump to a company that actual cares about mentoring her, not abusing her. Seriously your an awful manager and should resign in disgrace. Your management is lacking and serious need of correction.

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Share Follow

answered 4 mins ago



|



It sounds like you've let the situation slide for months, then indulged in some creepy tactics to investigate what is going on. This staff-member is giving you the runaround, and fully realises that you're keen to keep them on, so is just doing as they please.

-1



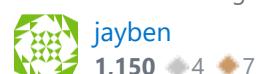
The working relationship may well be so badly broken that it can't be salvaged, but I'd say you need to belatedly try some good old-fashioned management. Call an in-person meeting, making it clear that attendance is compulsory. Explain the ways in which the performance does not meet the standards you expect; not some preachy moralising about 'time theft', just that you expect work of a satisfactory standard, and give specific examples where that standard has not been met. Emphasise that attendance in-person at the office is an essential part of the work - failure to comply is a disciplinary matter, unless there is a very good reason for it.

Make it clear that you are there to help, but equally that this is the beginning of a disciplinary process, that might ultimately end in dismissal if the performance does not improve. Then keep up a dialog, maybe a brief review meeting each day, so it is clear that you are taking a active interest in progress.

If you don't do this, there is a risk that other staff-members may decide to emulate this behaviour. If you are so desperate to retain staff that you turn a blind eye to misconduct, you may end up with far greater problems than just losing one talented employee.

Share Improve this answer Follow

answered 22 hours ago



2 The company didn't really "let it slide", they have a (using their own words) "Rockstar engineer" which they confirm is delivering good and correct code in time except when they gave her more difficult work (always using their own words) "that they would expect from senior engineers" that are surely paid more than "average for a new hire". The time it takes to complete the tasks could be due to the complexity or just way off, who calculates the time? My boss one time told us to get something done and that it should take maximum 2 hours when all developers said minimum 4 days... – [John Doe](#) 4 hours ago

3 then when she complains about the, again, average pay while doing senior level work in addition to 70 hours weeks on during crunches you threaten her with disciplinary actions? I hope for the employer that they didn't tell her about the private investigator otherwise I can assure you she is already looking for a new job and if she really is a Rockstar developer as they say it won't take long before she finds it and we are going to see a post with the title "How can I convince my rockstar developer to not leave our company?" – [John Doe](#) 4 hours ago

@JohnDoe The sheer level of Righteous Indignation that this post generates is enough to make me suspect this company is not real and this is a troll account fever dream. – [maple\\_shaft](#) 45 mins ago